An Overview of Hispanics in the Active Enlisted Army: 1980-1986

Naomi Verdugo and Frances C. Grafton

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Manpower and Personnel Research Laboratory

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The Hispanic youth population is rapidly growing relative to most other groups. In light of the overall declines in the size of the youth market, Hispanics become an increasingly important population to military recruiters. The authors have examined the representation of Hispanics in the Army, as well as their relative performance on the Armed Forces Qualification Test (AFQT), outcome of their first tour, and other characteristics.

Results indicate that Hispanics make good soldiers and have very low attrition rates relative to other groups, yet they appear to be underrepresented in the Army compared to their distribution in the civilian population. However, there is strong evidence that official records underestimate the actual number of Hispanics in the Army. It is believed that the actual proportion of Hispanics in the Army is not much less than their proportion in the population. Dramatic declines in the proportion of Hispanics in the Army occurred after 1980, when the AFQT miscalibration was discovered. Recruitment of this group is complicated by their very high dropout rates from secondary school. For Insular Puerto Ricans, lack of fluency in English prevents many from accessing into the military.   (Continued)

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Relative to other groups, Hispanics are more likely to successfully complete the first tour, are more likely to reenlist, and are less likely to receive adverse discharges. Examination of the demographic characteristics of Hispanics indicate that they are a diverse group. This finding suggests that analysis is improved if each Hispanic ethnic group is analyzed individually.

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An Overview of Hispanics in the Active Enlisted Army: 1980-1986

Naomi Verdugo and Frances C. Grafton

The Manpower and Personnel Policy Research Group of the U.S. Army Research Institute for the Behavioral and Social Sciences (ARI) performs demographic research on issues of significance to the U.S. Army. Army decision makers and personnel planners have expressed concern about recent declines in the size of the general youth population and the ability of the Army to attract a sufficient number of youth eligible for military service. Hispanics comprise a group that is rapidly growing in size, yet they appear to be underrepresented in the Army. For this reason, in addition to their record as fine soldiers, Hispanics are of keen interest. The research presented in this report describes the demographic and educational characteristics of Hispanics in the Army.

Conducting research to assist the Army in meeting its annual accession requirements and providing ample development opportunities for all ethnic groups is an essential part of the mission of ARI's Manpower and Personnel Policy Research Group, Manpower and Personnel Research Laboratory. This work was requested by the Vice Chief of Staff for the Army on 14 August 1986 and constitutes the first effort in a longitudinal study of Hispanics in the Army. Portions of this research were briefed to the Deputy Chief of Staff for Personnel on 31 March 1987 and to the Deputy Director of Advertising and Sales Promotion, U.S. Army Recruiting Command, along with representatives of Young and Rubicam, the Army's advertising agency, on 6 March 1987.

These findings will be used by the U.S. Army Recruiting Command (USAREC) to improve target marketing and assist recruiting efforts. Further, this analysis adds to their existing information base on Hispanics.

EDGAR M. JOHNSON
Technical Director

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AN OVERVIEW OF HISPANICS IN THE ACTIVE ENLISTED ARMY: 1980-1986

EXECUTIVE SUMMARY

Requirement:

The U.S. Army Research Institute for the Behavioral and Social Sciences (ARI) conducts research on manpower, personnel, and training issues of particular significance to the U.S. Army. Unlike the general youth population, which is declining in size, Hispanics are increasing numerically and comprise a growing proportion of the youth market. Despite this growth, official Army data suggest declines in the representation of Hispanics among enlisted personnel since it peaked in FY80. There is, however, some doubt as to the accuracy of the ethnic data. This report explores the issue of Hispanic representation in the Army and provides other demographic, educational, and Armed Forces Qualification Test (AFQT) data on active duty Hispanic enlisted personnel. For purposes of comparison, data are provided on selected other ethnic groups.

Procedure:

The authors analyze data from the Defense Manpower Data Center (DMDC) accession files for FY80-86, and Enlistment Master Files (EMF) for FY84-86. Selected data from the Census Bureau are also included among the sources reviewed. Hispanics are divided into the following subgroups: Mexicans, Insular Puerto Ricans, CONUS Puerto Ricans, and Other Hispanics.

Findings:

This research finds that, according to official records, Hispanics may be underrepresented among enlisted personnel in the active duty Army relative to their proportions in the general youth population. Though the proportion of Hispanics in the civilian population has increased, their representation in the Army, based on official data, has not appeared to keep pace with their population growth. However, it does appear that the sharp decline in the number and proportion of Hispanic soldiers that occurred between FY80 and FY85 has slowed, if not ended. Data for FY86 show a slight increase in the number and proportion of Hispanics who entered the Army. It is too soon to know whether this increase represents the beginning of a trend.

There is, however, doubt as to the accuracy of race/ethnic enumeration of Hispanic Army personnel. Data from the New Recruit Survey (NRS) indicate a

higher proportion of Hispanics among those entering the Army in 1986 than is shown using FY86 cohort data. Further, matching NRS and Army files with respect to race/ethnic codes reveals inconsistencies between the databases. While 7.3% of NRS respondents identified themselves as Hispanic, the Army files showed only 3.4% of this same sample to be similarly coded.

The recruitment of Hispanics is complicated by their high dropout rate. While exact rates are difficult to determine, it appears that over one third of Hispanic males drop out of school. Lack of fluency in English also may hamper the recruitment of some Hispanics, since this problem results in lower AFQT scores. English language difficulty would most notably limit the ability to recruit Insular Puerto Ricans, since they among all the ethnic groups are most likely to be native speakers of Spanish.

Examination of the demographic characteristics of Hispanics reveals the diversity of this group. Because of these differences, analysis is often improved if each ethnic subgroup is considered separately.

Utilization of Findings:

This research adds to the existing information base on the Hispanic population and will be used by the U.S. Army Recruiting Command (USAREC) to improve its target marketing and to assist in recruiting efforts.

AN OVERVIEW OF HISPANICS IN THE ACTIVE ENLISTED ARMY: 1980-1986

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INTRODUCTION

The number and proportion of Hispanics in the U.S. population is increasing substantially. Between 1980 and 1985 the Hispanic population grew from 14.6 to 16.9 million, a growth rate of 16 percent. Comparable rates for blacks and whites over this period were 8.1 and 3.8 percent, respectively. Recent projections indicate that by the year 2015, Hispanics will outnumber blacks to become the country's largest minority group (Exter, 1987).

The rapid growth of the Hispanic population can be explained by two factors. First, about half (51 percent) of the growth is due to the entry of immigrants, both legal and undocumented. Approximately 140,000 Hispanics legally entered the U.S. between April 1984 and March 1985. Estimates of the net growth in the undocumented population residing in the U.S. is about 200,000 per year (Passel, 1986:9), most of whom are believed to be Hispanics. The second factor, which accounts for about 49 percent of the growth in the Hispanic population, is due to "natural increase" or "fertility" (births in excess of deaths). Compared to many groups, Hispanics tend to have large families, and so the rate of natural increase for Hispanics is higher than for other groups.

Although Hispanics will comprise an increasing proportion of the U.S. population in the coming years, they may be underrepresented in the Army relative to their proportions in the civilian population. This group offers a potentially large source of manpower, particularly important in light of the declining youth market in the coming decade (Nord and Verdugo, 1986). Possible explanations for the relative underrepresentation of Hispanics are explored later in this paper. Of course the Army is interested in maintaining a high quality force, without regard to race. However, given the declining youth population, there is a need to ensure that all segments of the market are being successfully reached by Army recruiters.

PROCEDURES

This paper presents data on the demographic and Army-related characteristics of Hispanic enlisted soldiers for the fiscal years 80-86. Most data are presented for the following Hispanic ethnic groups: Mexicans, Insular Puerto Ricans (noted as "Ins PR" in the tables and figures), CONUS Puerto Ricans (noted as "CON PR" in the tables), and "Other" Hispanics.[1]

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[1] The term "Mexican" refers to Mexican Americans, as well as Mexican immigrants. "Insular Puerto Rican" has been defined to include those persons identified as Puerto Rican and who were processed through the San Juan Military Entrance Processing Station (MEPS). Puerto Ricans with missing MEPS codes in the Enlistment Master File (EMF) have been identified as Insular Puerto Rican if their home state of record was Puerto Rico. CONUS Puerto

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Data for white and black[2] enlisted soldiers will also be presented for comparison.

The term "Hispanic" refers to persons whose national origin or descent is from one of the Spanish-speaking countries of the Caribbean, Central or South America, Mexico or Spain. Hispanics are a heterogeneous group with different cultures, occupying varying socioeconomic positions, even speaking disparate Spanish dialects and Indian languages. Consequently, it can be misleading to analyze them as a single group. As of 1980 Mexicans comprised about 60 percent of the mainland Hispanic population (U.S. Bureau of the Census, 1983:40) so characteristics of Hispanics, when analyzed as a single group, tend to reflect Mexicans. Consequently, using data from Hispanics to generalize to specific nationality groups, such as Puerto Ricans, can prove very misleading. For these reasons we have chosen to study specific Hispanic ethnic groups separately rather than combining them into a single group.

Data are from the Defense Manpower Data Center (DMDC) Army accession cohort files (referred to as Cohort Data throughout this report) for the fiscal years 80-86 and the Enlistment Master Files (EMF) for the fiscal years 84, 85, and 86. The cohort data contains records for all those who accessed into the active Army in a given fiscal year. Hence, cohort data for FY86 includes all those who accessed into the active Army during that fiscal year. The EMF file is a cross-sectional data base, providing records for every enlisted person in the active Army in a given fiscal year. Thus, unlike cohort data, the EMF is not limited to those who accessed in the same year.

Ricans are soldiers who indicate that they are Puerto Rican but who enlisted at a MEPS other than San Juan or indicated that their home state was other than Puerto Rico. "Other" Hispanics refers to those persons from Spanish-speaking countries in the Caribbean (with the exception of Puerto Rico), Central and South America, and Spain. Cubans comprise such a small number of the Army's enlisted accessions (138 Cubans in FY80, 91 in FY81), that data for this group are not presented separately; rather, they have been included in "Other" Hispanics. A few cases (less than 0.1 percent) were not racially identified, and these were dropped from the analysis.

[2]Throughout this paper the terms "whites" and "blacks" refer to non-Hispanic whites and non-Hispanic blacks, respectively; Hispanics may be of any race. Technically, designations such as "white" and "black" refer to racial groups, while "Hispanic" and the various Hispanic subgroups are ethnic groups. Hence, a person could be, for example, a white Hispanic or a black Hispanic. However, throughout this paper all racial and ethnic classifications (e.g., white, black, Hispanic) have been combined into mutually exclusive groups and will be referred to as ethnic groups. These ethnic designations are based on soldiers' self-identification.

RESULTS

Hispanic Representation in the Army

Relative to whites and blacks, Hispanics comprise a small number and proportion of each year's Army enlisted accessions. Data from Table 1 show that the total number of enlisted Hispanic non-prior service (NPS) males accessed annually into the active Army declined from 7,858 in FY80 to about 3,705 in FY85. Similarly, their Hispanic NPS female counterparts declined from 965 accessions to 407 during the same period. Though these represent declines of more than 50 percent during the FY80-85 period, it is encouraging to note the increase in Hispanic representation in the FY86 cohort of new recruits. Hispanic soldiers increased by about 19 per cent in the FY86 entry cohort as compared to FY85. It is too soon to tell whether this increase represents the beginning of a trend. For the active enlisted Army as a whole, Hispanics increased by only about 1.5 percent between FY85-86.

Hispanics were not the only group to experience a decline in the number of enlisted accessions during the FY80-85 period. Whites also declined in number, but their proportional representation increased. Table 2 shows the dramatic decline in the proportion of Hispanics recruited by the Army for the FY80-85 entry cohort, a period during which the proportion of whites increased. Note that data for black males also point to a decline during these years from 28 percent to 21 percent. Mexican NPS males were 2.5 percent of all accessions in FY80 but only 1.5 percent in FY85; Insular Puerto Rican males slipped from 1.8 percent to 1.0 percent, and CONUS Puerto Ricans from 0.9 to 0.3 percent. Only Other Hispanics retained the same at 0.7 percent. However, in FY86, the greatest proportional increase for Hispanics occurred among Other Hispanics. This decline in the number and proportion of Hispanics entering the Army over the years shown through FY85 is particularly noteworthy given that Hispanics appear to have been underrepresented in the Army even in FY80. Table 3 shows that though Hispanics comprised 7.2 percent of the U.S. male population[3] in 1985, they were only 2.7 percent of all active Army enlisted males[4] (this excludes Insular Puerto Ricans) and only 2.6 percent of the FY85 male accessions. Clearly, Hispanics are far less likely to be accessed into the Army than are whites or blacks. For example, Mexicans comprised 4.4 percent of the U.S. population in 1985, but only 1.4 percent of all active Army males, and 1.5 percent of accessions during FY85.

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[3]Population figures from the Bureau of the Census do not include residents of the island of Puerto Rico in either the total U.S. population or in the Hispanic subpopulation counts. For the purpose of comparison made in Table 3, Insular Puerto Ricans were not included in the total Army figures.

[4]Because both the number and percent of Hispanic females in the Army are so small the remainder of this paper focuses on male soldiers.

Table 1

NPS Enlisted Soldiers by Entry Cohort, Ethnicity, and Gender, FY80-86

	FY80	FY81	FY 82	FY83	FY84	FY85	FY86
MALES	134,229	98,243	103,322	115,599	114,671	103,506	110,600
White	84,668	65,432	71,225	83,707	82,449	74,813	78,823
Black	37,813	25,293	24,543	24,311	24,383	21,448	23,465
Hispanic	7,858	4,807	4,368	4,300	4,265	3,705	4,420
Mexican	3,324	1,900	1,366	1,541	1,605	1,583	1,810
Ins PR	2,432	1,930	1,949	1,499	1,422	1,062	1,119
CON PR	1,157	484	498	484	428	318	421
Other Hisp	945	493	555	776	810	742	1,070
Other	3,890	2,711	3,186	3,281	3,574	3,540	3,892
FEMALES	22,037	18,059	14,844	16,521	17,249	15,409	15,380
White	11,593	10,301	9,531	11,067	10,862	9,185	9,367
Black	8,796	6,640	4,446	4,632	5,404	5,219	4,974
Hispanic	965	611	472	358	423	407	482
Mexican	404	260	181	140	176	185	191
Ins PR	279	185	142	90	95	89	114
CON PR	149	97	82	62	46	52	55
Other Hisp	133	69	67	66	106	81	122
Other	683	507	395	464	560	598	557

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There have been questions raised about the reliablity of the race/ethnic data coded in Army files. These data are collected by the recruiter via DD Form 1966. In some cases the appplicant may not be asked about his racial or ethnic identification. This information may instead be completed by the recruiter who may feel some reluctance to ask an applicant about his race and ethnic background since this could be perceived as a sensitive question or one for which the answer is obvious. The 1986 New Recruit Survey (NRS) yielded a much higher proportion of Hispanics entering the Army (7.3%) as compared to the cohort data (4%) (adapted from Elig and Benedict, 1986). The NRS is administered to a sample of new recruits and provides each with a questionnaire to complete. Hence, race/ethnic data collected via the NRS are based on self-identification and so are likely to be more accurate than if completed by a recruiter. Indeed, of the 7.3 percent included in the NRS who identified themselves as Hispanic, the percent coded as Hispanic according to official Army data was only 3.4 percent. NRS also posed the race/ethnic questions differently than does DD Form 1966. NRS questions concerning racial and ethnic identification are modeled after the 1980 census questions. Hence, these differing results may be due to differences in wording between the questions, and self-report versus recruiter-report of ethnic background. Because NRS is not a simple random sample we can't be certain that results hold true for the entire cohort of new recruits. In the absence of other data, the authors must assume that the cohort and EMF databases, which are based on a complete count not a sample, are accurate and that there is some underrepresentation of Hispanics in the Army as compared to their proportion in the civilian population. However, preliminary results from the NRS suggest the need for further research into the reliability of race/ethnic information in Army databases, and the possible revision of questions on DD Form 1966.

While it was necessary that Army data for Table 3 exclude Insular Puerto Ricans so as to provide data appropriate for comparison with census figures, it is important to note that Insular Puerto Ricans are a significant percentage of all Hispanics in the Army, comprising nearly one-third of this group. Table 4 shows that, as of FY86, there were 24,377 Hispanic enlisted males in the active Army, of whom about 34 percent were Mexican, 31 percent were Insular Puerto Rican, 15 percent CONUS Puerto Rican, and 20 percent Other Hispanics.

TABLE 2

NPS Enlisted Soldiers by Entry Cohort, Ethnicity, and Gender, FY80-86

(Percent)

	FY80	FY81	FY82	FY83	FY84	FY85	FY86
MALES							
White	63.1	66.6	68.9	72.4	71.9	72.3	71.3
Black	28.2	25.8	23.8	21.0	21.3	20.7	21.2
Hispanic	5.9	4.9	4.2	3.7	3.7	3.6	4.0
Mexican	2.5	1.9	1.3	1.3	1.4	1.5	1.6
Ins PR	1.8	2.0	1.9	1.3	1.2	1.0	1.0
CON PR	0.9	0.5	0.5	0.4	0.4	0.3	0.4
Other Hisp	0.7	0.5	0.5	0.7	0.7	0.7	1.0
Other	2.9	2.8	3.1	2.8	3.1	3.4	3.5
FEMALES							
White	52.6	57.0	64.2	67.0	63.0	59.6	60.9
Black	39.9	36.8	30.0	28.0	31.3	33.9	32.3
Hispanic	4.4	3.4	3.2	2.2	2.5	2.6	3.1
Mexican	1.8	1.4	1.2	0.8	1.0	1.2	1.2
Ins PR	1.3	1.0	1.0	0.5	0.6	0.6	0.7
CON PR	0.7	0.5	0.6	0.4	0.3	0.3	0.4
Other Hisp	0.6	0.4	0.5	0.4	0.6	0.5	0.8
Other	3.1	2.8	2.7	2.8	3.2	3.9	3.6

Table 3

Representation of Hispanics in the Population and Males in the Active
Enlisted Army, FY85[a]

(Percent)

	Distribution by Ethnic Group		Proportion of Army [b]	Proportion of Accessions[c]
HISPANIC	100.0		100.0	100.0
Mexican	60.6		49.4	60.0
CON PR	15.1		22.3	12.2
Other	24.3		28.3	27.8
	Census Data[d]			
	1980	1985		
White	79.6	——[e]	64.7	73.4
Black	11.5	——[e]	28.8	20.6
Hispanic	6.4	7.2	2.7	2.6
Mexican	3.8	4.4	1.4	1.5
CON PR	0.9	1.1	0.6	0.3
Other Hisp	1.8	1.8	0.8	0.7
Other	2.5	——[e]	3.8	3.4

NOTE: Percentages may not sum to 100.0 percent due to rounding error.

[a]   Table 3 excludes Insular Puerto Ricans since this group is not
included in U.S. population data. Insular Puerto Ricans actually
account for 1.3 percent of all males in the Army (see Table 4).

[b]   Data are for the total male enlisted component of the active Army for
FY85.

[c]   Data are from the FY85 cohort of Army male enlisted soldiers and
include both prior service and non-prior service accessions.

[d]   Census data show ethnic distributions of the total population.
Source: U.S. Bureau of the Census, 1985a:2.

[e]   Data on non-Hispanic whites, blacks and others are not available for
1985.

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As shown in Table 2, most of the decline in the number of Hispanic male accessions occurred between FY80 and FY81. No doubt, much of this decline can be explained by the AFQT miscalibration of FY76-80 that allowed some persons to be accessed into the Army who otherwise would not have qualified.[5] Even in FY81 about 40 percent of accessions had miscalibrated AFQT scores since they were actually tested in FY80. (Because they were in DEP, the Delayed Entry Program, they were not accessed until FY81.) Given the lower percentage of Hispanic males in AFQT categories I-IIIA in the general youth population (see Figure 1) and the higher percentage in category IV (relative to whites), Army entrance policies which serve to raise AFQT requirements will, all other things being equal, tend to reduce the number of Hispanics accessed. Figure 2 shows that minority males who have accessed into the Army tend to receive lower AFQT scores than white males. Further, there is wide variation among the Hispanic subgroups themselves. Insular Puerto Ricans, for example, appear to receive relatively lower AFQT scores, with almost 30 percent of the FY85 accession cohort identified as AFQT category IV. However, among the FY86 accession cohort only about 5 percent of the Insular Puerto Ricans were in test score category (TSC) IV. Sizable declines in the proportion of persons in TSC IV occurred for all groups due to more selective entrance procedures. The increased use of pre-enlistment screens (i.e., Computer Adaptive Screening Test, CAST, and Enlistment Screening Test, EST) has resulted in recruiters sending for full-scale testing only those they believe can pass the current AFQT minimum score (currently set at 2.6).

Another factor which may account for the decline in both the number and proportion of Hispanics in the Army is the increase in other entry requirements, specifically those requirements pertaining to the high school diploma. Over the years FY80-86 the Army became more selective in the admission of applicants. Table 5 shows a significant increase in the proportion of HSDG during these years. However, as standards for entry into the Army increased, the proportion of Hispanics in the civilian population potentially eligible for enlistment declined. This is because of the high proportion of Hispanics who drop out of high school. While this factor also serves to reduce the pool of military eligible males for all ethnic groups, Hispanics are far more likely than others to drop out of school. Indeed, data from the Current Population Survey (CPS) conducted by the Census Bureau show that among Spanish origin males age 20-21, 43.2 percent had dropped out of high school as of October 1983, while 38.2 percent had similarly dropped out by October 1984, (U.S. Bureau of the Census, 1987:10; U.S. Bureau of the Census, 1985b:10). This decline in the dropout rate continued through October 1985 when 33.5 percent of Hispanics were reported to have dropped out (U.S. Bureau of the Census, 1986a:9). This represents a substantial and surprising decline in the proportion of dropouts over the 1983-1985 period

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[5]The miscalibration problem was discovered in 1979, and corrected tables came into operational use on 1 July 1980. However, all AFQT scores analyzed for this paper corrected for the miscalibration. Additionally, AFQT scores were renormed based on the 1980 reference population. Though this renorming did not go into operational use until 1 October 1984, all scores analyzed for this paper have been renormed to ensure consistency in our comparisons.

Table 4

The Active Enlisted Army by Ethnicity and Gender, FY84-86

	FY84[a]		FY85[b]		FY86[c]		
	N	%	N	%	N	%	
MALES	600,116	100.0	597,600	100.0	596,358	100.0	
White	378,682	63.1	381,612	63.9	381,582	64.0	
Black	175,603	29.3	169,951	28.4	167,765	28.1	
Hispanic	24,631	4.1	23,864	4.0	24,377	4.1	(100.0%)[d]
Mexican	8,256	1.4	7,953	1.3	8,268	1.4	(33.9)
Ins PR	8,254	1.4	7,774	1.3	7,647	1.3	(31.4)
CON PR	3,794	0.6	3,586	0.6	3,609	0.6	(14.8)
Other Hisp	4,327	0.7	4,551	0.8	4,853	0.8	(19.9)
Other	21,200	3.5	22,173	3.7	22,634	3.8	
FEMALES	66,618	100.0	67,903	100.0	69,118	100.0	
White	34,627	52.0	34,724	51.1	34,697	50.2	
Black	28,030	42.1	28,992	42.7	29,959	43.3	
Hispanic	1,770	2.7	1,691	2.5	1,800	2.6	
Mexican	626	0.9	603	0.9	629	0.9	
Ins PR	383	0.6	367	0.5	389	0.6	
CON PR	374	0.6	325	0.5	343	0.5	
Other Hisp	387	0.6	396	0.6	439	0.6	
Other	2,191	3.3	2,496	3.7	2,662	3.9	

NOTE: Percentages may not sum to 100.0 percent due to rounding error.

[a] Figures exclude 7 females and 285 males for whom race was not coded, as well as 27 persons for whom gender was not coded.

[b] Figures exclude 8 females and 249 males for whom race was not coded.

[c] Figures exclude 9 females and 230 males for whom race was not coded.

[d] Percentage distribution of Hispanic males only.

Figure 1. AFQT Distributions by Race/Ethnic Group for Males Age 17-21

BLACK

- 10.2% I-IIIA
- 13.1% IIIB
- 76.6% IV-V

HISPANIC

- 19.4% I-IIIA
- 17.2% IIIB
- 63.4% IV-V

WHITE/OTHER

- 53.3% I-IIIA
- 18.6% IIIB
- 28.1% IV-V
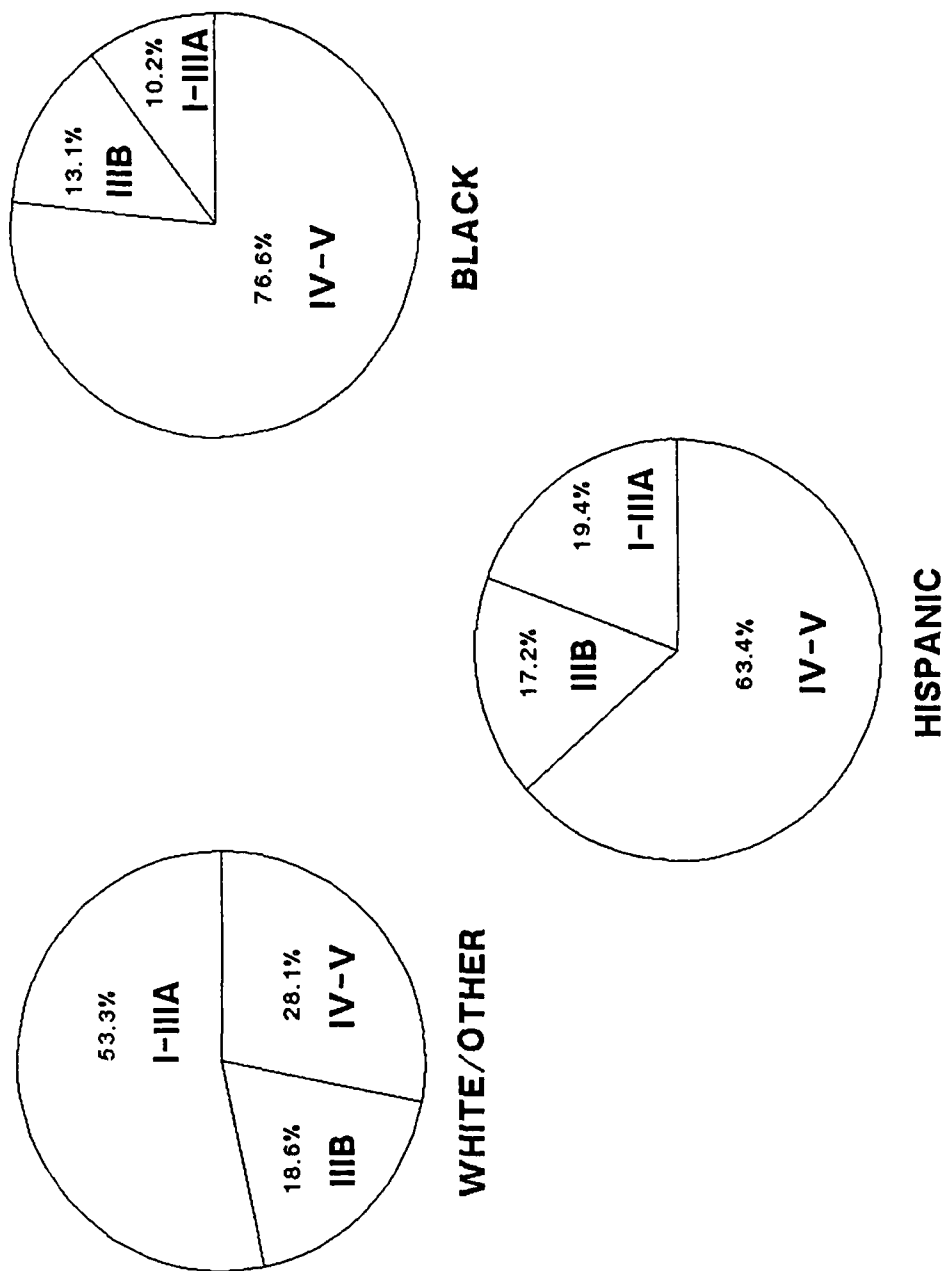
Source: National Longitudinal Survey, Profile of American Youth, 1980

Figure 2

NPS Males by AFQT Category: FY 80 – FY 86

PERCENTAGE

CATEGORY

■ IV   ⊠ IIIB   □ I–IIIA

YEAR
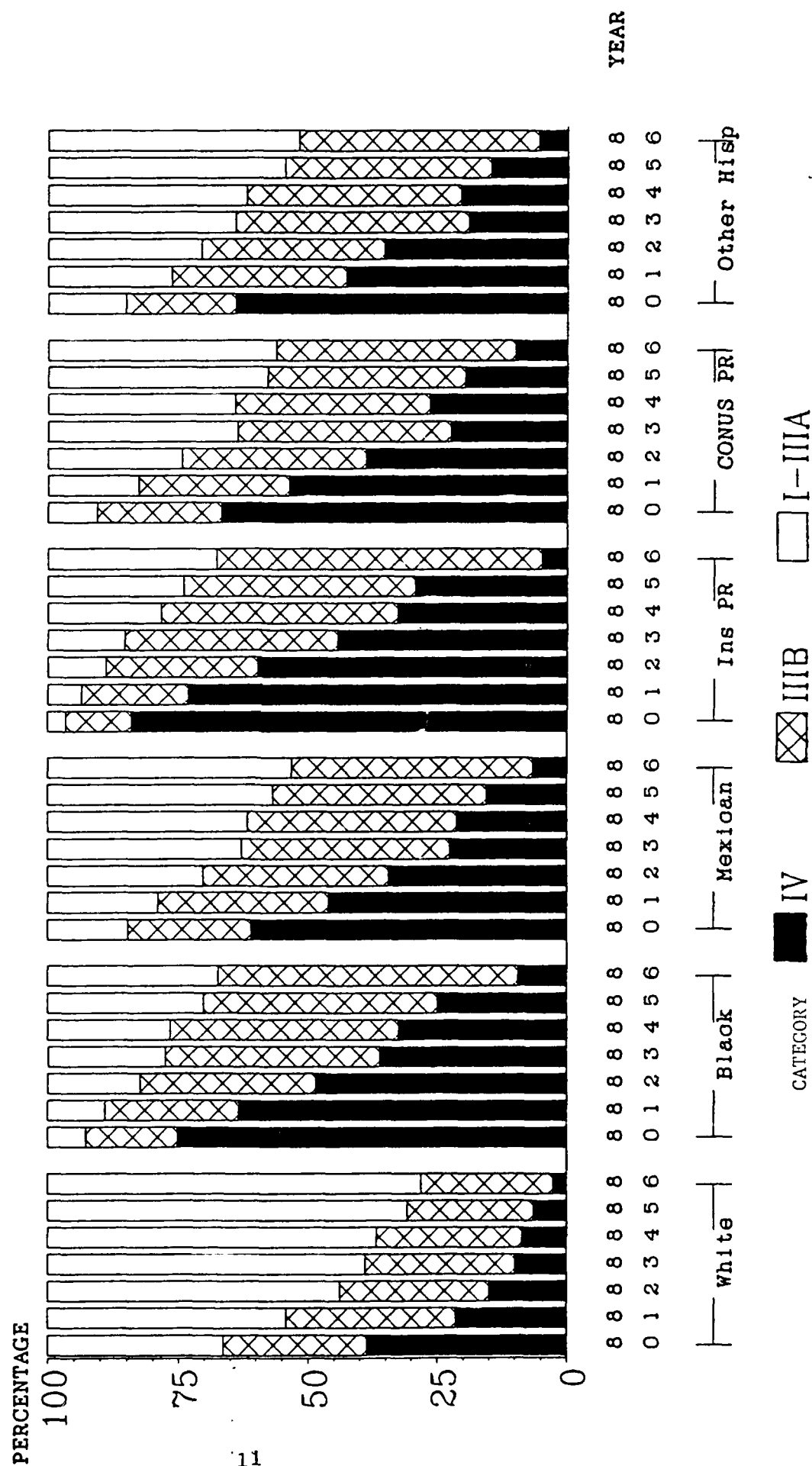
Table 5

NPS HSDG Males by Entry Cohort and Ethnicity, FY80-86

(Percent)

	FY 80	FY 81	FY 82	FY 83	FY 84	FY 85	FY 86
MALES	49.1	78.0	84.7	85.8	89.3	89.3	89.6
White	43.9	73.3	81.6	83.4	87.2	87.3	87.7
Black	60.6	88.7	92.5	93.5	95.5	95.4	95.1
Hispanic	51.1	84.4	89.1	89.6	93.0	92.6	92.7
Mexican	41.6	79.5	83.5	87.1	92.3	92.7	92.4
Ins PR	79.6	94.0	96.8	97.7	98.2	97.9	97.3
CON PR	28.4	75.2	78.7	79.6	83.6	84.0	83.8
Other Hisp	38.8	75.1	85.4	85.2	90.0	88.1	92.0

and this suggests that Hispanic youth are increasing their educational attainments. This trend requires further exploration to determine if these surprising results are due to the vagaries of CPS data, or if they represent a genuine trend. In any case, though it is unlikely that the Hispanic dropout rate has declined by 10 percentage points in only three years, there was clearly some decline since the change in the dropout rate between 1983-1985 is statistically significant at the .05 level. Despite the declining dropout rate for Hispanic males, their rate is still far higher than that for either white or black males. For example, for white males of the same age, only 14.2 percent had not graduated from high school by October 1985, representing a decline from a dropout rate of 15.9 percent in October 1984 and 1983 (U.S. Bureau of the Census, 1986a:8; 1985b:9; and 1987:9).

As with all soldiers recruited in the last six years, the vast majority of Hispanic recruits have high school diplomas. In FY83 about 90 percent of the Hispanic NPS males accessed had high school diplomas. From FY84-86 this rate remained fairly steady at about 93 percent, leaving only 7 percent who were not diploma graduates. This suggests that those Hispanics who are accessed are not representative of the general Hispanic population for their age group, but rather, due to Army accession policies, are a relatively select group with educational attainment levels far exceeding that for their civilian counterparts. Apparent reductions in the Hispanic dropout rate among the civilian population combined with the increasing size of the Hispanic population suggest that Army recruiters may be able to select from an increasing pool of qualified military available (QMA) Hispanics in the years ahead, thus increasing the proportion of Hispanics in the Army. Another interesting point is the high proportion of HSDG accessions among Insular Puerto Ricans relative to other groups. Table 5 shows this difference most strikingly for the years FY80 and 81. Indeed, Insular Puerto Ricans appear far different from the remaining three Hispanic ethnic groups with respect to a number of demographic and educational charateristics.

Demographic Characteristics of Hispanics in the Army

Having shown that (1) Hispanics are underrepresented in the Army relative to their proportions in the general population, and (2) Hispanics in the Army are probably not typical of the Hispanic youth population in general, we now consider other characteristics that distinguish Hispanic soldiers from whites and blacks, and distinguish the ethnic subgroups from each other.

With respect to age at accession, Hispanics do not differ much from other groups except for Insular Puerto Ricans (IPR). As shown in Table 6, IPR tend to be older (22 is the average age compared to about 20 for all other groups). As noted above, Insular Puerto Ricans are also different from other groups in their educational attainments. Table 7 shows that about 42 percent of Insular Puerto Rican NPS males had at least some college upon accession in FY86 while less than 10 percent of white NPS males had comparable levels of education. Due to their relatively high educational attainments, 44 percent of Insular Puerto Rican NPS males accessed in FY86 had an entry pay grade of E-3 or higher, as compared to 12 percent of white NPS male accessions. The greater educational attainment of Insular Puerto Ricans as compared to other groups probably reflects the additional schooling

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necessary for these soldiers, whose first and dominant language is Spanish, to acquire the English skills that enable them to meet minimum Army entrance requirements. Because knowledge of English is positively associated with increased levels of education for Insular Puerto Ricans, their advanced level of education also helps to explain their older age at accession. In light of this, it is not surprising that, compared to other Hispanic ethnic groups, Insular Puerto Rican soldiers are also more likely to be married (see Table 8A).

Hispanics themselves vary a great deal with respect to citizenship status. Table 8B shows that about 22 percent of Other Hispanic males in the Army in FY86 were non-U.S. citizens. This is a far greater percent than for the other three Hispanic ethnic groups and suggests that the Cubans and Central and South Americans who comprise much of this group are more recent arrivals to the U.S. than are the enlisted Mexican males.

Armed Forces Qualification Test (AFQT) Scores

As discussed earlier, the quality of Army accessions (as measured by ASVAB scores and the proportion of HSDG) has increased since the AFQT miscalibration was corrected and admissions standards were raised. Although the increases in the proportion of AFQT category I-IIIA NPS males is evident across all ethnic groups, it is also evident that the proportion of minority males who are in category IIIB and IV remains greater than the proportions for white males (see Figure 2 and Table 9). Note the particularly high proportion of categories IIIB and IV among Insular Puerto Ricans during the FY80-85 period. This is striking given their far higher educational attainments as compared to other groups (albeit their schooling was received in Spanish). Consistent with rising enlistment criteria and recent recruiting guidelines, the proportion of persons in all groups in TSC IV declined sharply among the cohort entering the Army In FY86. Table 10, however, confirms that Insular Puerto Ricans receive lower AFQT percentile scores than other groups and that this continues across the years and for different ASVAB test versions. It seems that at least part of the reason for their low AFQT test scores is due to language difficulties. Insular Puerto Ricans tend to be educated primarily in Spanish while CONUS Hispanics are educated in English. The notion that lack of English language ability accounts for the low AFQT scores of Insular Puerto Ricans (and possibly other minority groups to a lesser degree) seems to be confirmed in Table 11. The table presents mean ASVAB subtest scores for the nonlanguage-dependent subtests. Nonlanguage-dependent subtests are those that are, in essence, self-explanatory and require no English vocabulary to complete. The ASVAB has included the following nonlanguage subtests since FY80:

Subtest	Description
Numerical Operations (NO)	A speeded test of the four arithmetic operations—addition, subtraction, multiplication, and division.
Space Perception (SP)	Identifying a three-dimensional figure obtained from folding a flat pattern.

Attention-to-Detail (AD)	A speeded test to count the number of "C"s in a series of "O"s.
Coding Speed (CS)	A speeded test to match words and numbers.

Insular Puerto Ricans scored higher than whites on 10 of the 12 subtest comparisons. Other Hispanics and CONUS Puerto Ricans scored as high or higher than whites in 8 of the 12. Of a possible raw score of 105 points on the AFQT, however, only 25 points are derived from a nonlanguage-dependent subtest. This suggests that, at least for Insular Puerto Ricans and Other Hispanics, AFQT scores are low due to inadequate English language skills.

Outcome of First Tour

Manpower costs are reduced and readiness is enhanced by reducing attrition and thereby increasing the proportion of those who successfully complete their first tour and leave the service or, preferably, reenlist. Considering just those enlisted NPS males who entered the Army in FY80 through FY82[6] it is clear that Hispanics are desirable recruits with regard to successful completion of their first tour. Figure 3 clearly shows that, compared to white males, Hispanics have a lower proportion of all early discharges and higher proportion of reenlistments and successful completions of the first tour. This is particularly noteworthy among Insular Puerto Ricans. It is somewhat surprising that early discharge rates for the Hispanic subgroups are always lower than the white rates and sometimes lower than the black rates. Early discharges are primarily due to inability to complete training courses, lack of motivation, or failure to adapt to Army life. Apparently, limited English language skills do not lead to large dropout rates for Hispanics during Basic and Advanced Individual Training. IPR males are over twice as likely to reenlist as are white NPS males (see Table 12). IPR also have a very low percentage of adverse discharges (6.0 percent as compared to 12.7 percent for white males accessed in FY82).If we combine successful completions and reenlistments, we can see that 51.3, 60.3, and 60.9 percent of whites completed their first tours in FY80, 81, and 82, respectively. However, 68.3, 75, and 75.6 percent of Insular Puerto Ricans similarly completed their tours. Puerto Rico has a very high unemployment rate which is likely to influence the reenlistment decision of some soldiers. The IPR are followed by Mexicans, of whom 61.9, 73.1, and 72.3 percent completed their first tours.

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[6]Only a small proportion of those in more recent cohorts would have had an opportunity to complete their first terms as of 30 September 1986, the date on which the cohort files used in this paper were last updated.

Table 6

Age at Entry to the Army for NPS Males by Cohort and Ethnicity

	FY80			FY86		
	Mean	Median	Mode	Mean	Median	Mode
White	19.1	18	18	19.8	19	18
Black	19.5	19	18	20.0	19	18
Mexican	19.4	19	18	20.1	19	18
Ins PR	20.1	19	18	21.9	20	19
CON PR	19.5	19	18	20.4	19	18
Other Hispanic	19.5	19	18	20.4	19	18

Table 7

Educational Attainment at Accession by Entry Cohort and Ethnicity
for NPS Males, FY80-86

(Percent)

	White	Black	Mexican	Ins PR	CON PR	Other Hispanic
FY80						
Non-HS grad	52.0	36.7	53.8	12.6	66.4	54.0
HS cert, GED	4.1	2.7	4.6	7.8	5.3	7.2
HSDG	41.2	58.6	40.3	68.3	26.2	36.6
Some college	1.9	1.4	1.1	9.1	1.7	2.0
College+	0.8	0.6	0.2	2.2	0.5	0.2
FY81						
Non-HS grad	23.0	9.6	17.0	3.8	20.2	19.5
HS cert, GED	3.7	1.7	3.6	4.6	4.6	5.5
HSDG	68.0	84.4	75.6	73.8	71.3	69.8
Some college	3.8	3.1	3.5	15.2	2.7	4.5
College+	1.4	1.2	0.4	5.0	1.2	0.8
FY82						
Non-HS grad	14.8	5.8	12.6	2.1	15.8	10.8
HS cert, GED	3.6	1.7	3.8	1.2	5.4	3.8
HSDG	74.3	85.9	76.9	66.6	73.5	77.1
Some college	5.4	4.7	5.2	22.3	3.6	6.7
College+	1.8	1.9	1.4	7.9	1.6	1.6
FY83						
Non-HS grad	10.9	4.1	8.6	1.3	13.4	9.3
HS cert, GED	5.8	2.4	4.3	1.0	7.0	5.5
HSDG	75.0	85.5	79.5	62.2	72.9	75.4
Some college	6.3	5.6	6.0	26.4	4.3	8.0
College+	2.0	2.4	1.6	9.1	2.3	1.8
FY84						
Non-HS grad	8.8	2.8	5.1	0.8	8.9	6.7
HS cert, GED	4.0	1.8	2.7	0.9	7.5	3.3
HSDG	78.0	88.3	86.0	65.3	75.2	79.4
Some college	6.9	5.4	5.0	26.0	6.3	8.4
College+	2.3	1.8	1.2	7.0	2.1	2.2
FY85						
Non-HS grad	8.8	2.8	4.6	1.1	9.4	7.3
HS cert, GED	4.0	1.8	2.7	0.9	6.6	4.6
HSDG	77.9	87.8	85.2	60.7	74.2	78.7
Some college	7.1	5.8	6.3	29.1	8.5	7.4
College+	2.4	1.9	1.2	8.1	1.3	2.0

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Table 7 (continued)

Educational Attainment at Accession by Entry Cohort and Ethnicity
for NPS Males, FY80-86

(Percent)

	White	Black	Mexican	Ins PR	CON PR	Other Hispanic
FY86						
Non-HS grad	8.5	3.0	4.6	0.7	9.5	4.0
HS cert, GED	3.7	2.0	3.0	2.0	6.7	4.0
HSDG	78.5	87.4	82.8	55.1	75.8	80.9
Some college	7.1	6.0	8.3	31.8	5.9	9.3
College+	2.1	2.1	1.3	10.5	2.1	1.7

Table 8

Characteristics of Males in the Active Army, FY86

(Percent)

A. Marital Status of Males

	Married	Single[a]
White	49.6	50.4
Black	56.4	43.6
Mexican	59.2	40.8
Ins PR	75.4	24.6
CON PR	68.2	31.8
Other Hisp	55.7	44.3
Other	55.6	44.4

B. Citizenship Status of Males

	Native Born	Non-U.S. Citizen	Other[b]
White	97.6	0.5	1.9
Black	97.2	1.4	1.4
Mexican	84.8	8.3	6.9
Ins PR	97.7	0.8	1.5
CON PR	96.7	1.2	2.2
Other Hisp	61.0	22.2	16.8
Other	69.1	14.2	16.7

[a] Single includes annulled, divorced, separated, never married, and widowed men.

[b] Other includes naturalized males, those whose country of citizenship was unknown, and those whose U.S. citizenship was "derived from birth" (i.e., persons born in the U.S. of parents who are not U.S. citizens).

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Table 9

AFQT Category for NPS Males by Entry Cohort and Ethnicity, FY80-86[a]

(Percent)

	White	Black	Mexican	Ins PR	CON PR	Other Hispanic
FY80						
I-IIIA	33.6	7.2	15.2	3.4	9.3	14.8
IIIB	27.8	17.5	23.7	12.4	23.8	21.0
IV	38.6	75.3	61.1	84.2	66.9	64.3
FY81						
I-IIIA	45.8	10.9	21.0	6.5	17.3	23.5
IIIB	32.8	25.6	32.8	20.3	29.0	33.7
IV	21.4	63.5	46.2	73.3	53.8	42.8
FY82						
I-IIIA	56.1	17.6	29.8	11.0	25.5	29.2
IIIB	28.9	33.9	35.8	29.1	35.5	35.5
IV	15.0	48.5	34.5	59.9	39.0	35.3
FY83						
I-IIIA	61.2	22.3	37.1	14.6	36.2	35.8
IIIB	29.0	41.5	40.3	41.0	41.3	45.1
IV	9.9	36.1	22.6	44.4	22.5	19.1
FY84						
I-IIIA	63.2	23.4	38.2	21.5	35.8	38.0
IIIB	28.2	44.2	40.5	45.7	37.6	41.4
IV	8.6	32.5	21.3	32.8	26.6	20.6
FY85						
I-IIIA	69.2	29.8	43.2	25.9	42.1	45.3
IIIB	24.4	45.3	41.2	44.8	38.1	39.9
IV	6.4	24.9	15.6	29.3	19.8	14.8
FY86						
I-IIIA	72.0	32.6	46.8	32.1	43.7	48.1
IIIB	25.4	58.0	46.6	63.0	46.3	46.4
IV	2.6	9.4	6.6	4.9	10.0	5.5

[a] All AFQT scores have been recalibrated when necessary and converted to the 1980 metric.

Table 10

Mean AFQT Percentile Scores by Entry Cohort, Ethnicity and ASVAB Test
Version for NPS Males[a]

FY	White	Black	Mexican	Ins PR	CON PR	Other Hispanic
ASVAB Version 5						
80	43.3	22.3	30.7	20.9	28.6	33.6
81	47.4	25.9	34.5	24.6	25.5	35.8
82	53.6	31.9	43.5	28.5	34.8	38.6
83	57.4	40.6	49.6	37.1	47.8	47.0
84	58.8	41.2	49.6	40.0	40.1	48.6
85	61.8	45.5	48.9	39.4	48.6	52.8
86[b]	66.4	53.2	47.3	44.1	51.0	52.5
ASVAB Versions 6 and 7						
80	42.5	25.3	31.0	22.8	28.3	30.0
81	50.3	27.0	34.7	25.9	32.3	36.3
ASVAB Versions 8, 9 and 10						
81	51.6	32.2	38.1	28.4	35.8	39.0
82	56.0	36.0	41.6	32.1	39.5	41.3
83	58.5	39.4	45.7	35.3	45.9	46.5
84	59.4	40.4	46.6	39.5	45.0	47.4
85	59.8	41.1	47.6	39.0	46.6	49.2
86[b]	64.9	48.0	50.9	44.9	61.5	60.3
ASVAB Version 11, 12, 13						
85	61.1	43.8	49.4	41.7	48.2	49.6
86	62.2	45.8	51.0	45.4	49.3	52.1
ASVAB Version 14[c]						
85	60.7	45.7	49.9	43.5	46.0	49.3
86	63.2	46.2	51.0	42.7	48.8	56.7

[a] Scores from ASVAB 5/6/7 have been recalibrated; scores from ASVAB
5/6/7/8/9/10 have been converted to the 1980 metric.

[b] In FY86 only 10 Mexicans, 15 Insular Puerto Ricans, 4 CONUS Puerto
Ricans, and 2 Other Hispanics received version 5. In FY86 only 16
Insular Puerto Ricans, 4 CONUS Puerto Ricans, and 18 Other Hispanics
received versions 9 or 10.

[c] Data for CONUS Puerto Ricans and Other Hispanics from ASVAB 14 are
based on only 5 and 18 observations, respectively, in FY85, and 13
observations for CONUS Puerto Ricans in FY86.

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Table 11

Mean ASVAB Subtest Scores for NPS Males by Ethnicity

ASVAB Version	Subtest	White	Black	Mexican	Ins PR	CON PR	Other Hispanic
5	NO	33.8	32.1	33.0	35.7	32.6	33.9
	AD	15.5	15.7	15.4	19.1	16.4	16.1
	SP	13.0	10.7	13.0	14.3	13.3	12.7

(These figures were averaged from data for the entry cohorts of FY80-85.)

6 and 7	NO	30.3	27.2	28.8	27.2	27.9	29.0
	AD	14.6	14.2	14.5	14.8	15.1	14.7
	SP	13.0	11.6	13.4	12.9	13.4	12.9

(These figures were averaged from data for the entry cohorts of FY80-82, the only groups given ASVAB 6 and 7.)

8, 9, & 10	NO	39.4	38.8	39.0	41.2	39.3	39.6
	CS	48.8	45.7	48.6	50.2	48.8	48.3

(These figures were averaged from data on the entry cohorts of FY81-85, the only groups given ASVAB 8, 9, and 10.)

11, 12, 13	NO	39.2	39.0	39.4	42.2	40.0	39.2
	CS	52.4	49.4	52.6	55.3	53.3	52.7
14[a]	NO	41.2	42.4	41.6	45.8	48.6	42.3
	CS	47.4	46.5	47.1	56.5	43.4	48.3

(ASVAB test versions 11-14 were first administered to the entry cohort of FY85. Hence, these figures are for FY85 only.)

[a] Data for CONUS Puerto Ricans and other Hispanics from ASVAB 14 are based on only 5 and 18 cases, respectively.

NOTE: This table provides mean ASVAB subtest scores for NPS males entering the active Army in FY80-85.

Geographic Distribution and the Recruitment of Hispanics

Hispanics, similar to other minority groups, tend to be geographically concentrated in a few states. This varies according to the ethnic group in question, but, nonetheless, the distribution is striking. For example, according to the 1980 census, 73 percent of all Mexicans in the U.S. lived in just two states, California and Texas (see Table 13A). This concentration is expected to continue since the Census Bureau has projected that most of the growth in the Hispanic male population, age 17-21 will occur in those two states (U.S. Bureau of the Census, 1986b). Indeed, during the 1980-1988 period, the number of Hispanic males 17-21 will increase by 100,000 while the total male population 17-21 will decline by 1,530,000. Although not quite as concentrated, 61 percent of CONUS Puerto Ricans were living in only two states, New York and New Jersey (see Figures 4 and 5).[7] As of 1985, the Census Bureau estimates that at least 25 percent of all 17-21 year old males were Hispanic in California, Arizona, Texas, and New Mexico (see Table 13B).

Clearly, the distribution of Hispanics has implications for recruiting. It may prove desirable to locate bilingual (Spanish-English) recruiters in the two to four states with the greatest number of Hispanics. Though the recruiter is, of course, interested in young people who speak and read English, Spanish language ability could prove helpful in establishiing contact with the parents of these youth. Similarly, in those areas with heavily Hispanic concentrations, it may prove desirable to provide Spanish language print advertising aimed at parental influencers.

CONCLUSIONS

Hispanics are one of the fastest growing ethnic groups in the nation. During a period in which the number of youths is shrinking, Hispanics are growing in both number and proportion to become a more significant component of the youth population. In spite of their growing numbers, the number of Hispanics accessed into the Army declined steadily between FY80 and FY85; consequently, Hispanics are underrepresented in the Army relative to their proportions in the general population. Whether or not the increase in the number of Hispanics in the Army among the FY86 accessions proves to be a trend remains to be seen, but it is encouraging since this increase in Hispanic representation occurred at a time when the Army is recruiting a higher quality force. Still, the increased representation of Hispanics among FY86 recruits (0.4 of a percentage point) yielded an increase of only 0.1 of a percentage point of Hispanics in the entire active duty Army between FY85-86, and this only after falling by 0.2 of a percentage point between FY84-85. Despite their small numbers, however, Hispanics make excellent soldiers as measured by successful first term completions. Relative to other groups,

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[7]Figure 4 is a visual display of the census data in Table 13A. The six states having the largest Mexican populations, based on the 1980 census, are shaded. (Moving from left to right those states are California, Arizona, New Mexico, Colorado, Texas and Illinois). the height of the vertical bar within each state represents the number of Hispanics residing there. Figure 5 is interpreted similarly but for CONUS Puerto Ricans (moving from left to right the states are California, Illinois, New Jersey, New York, Pennsylvania, and Florida).

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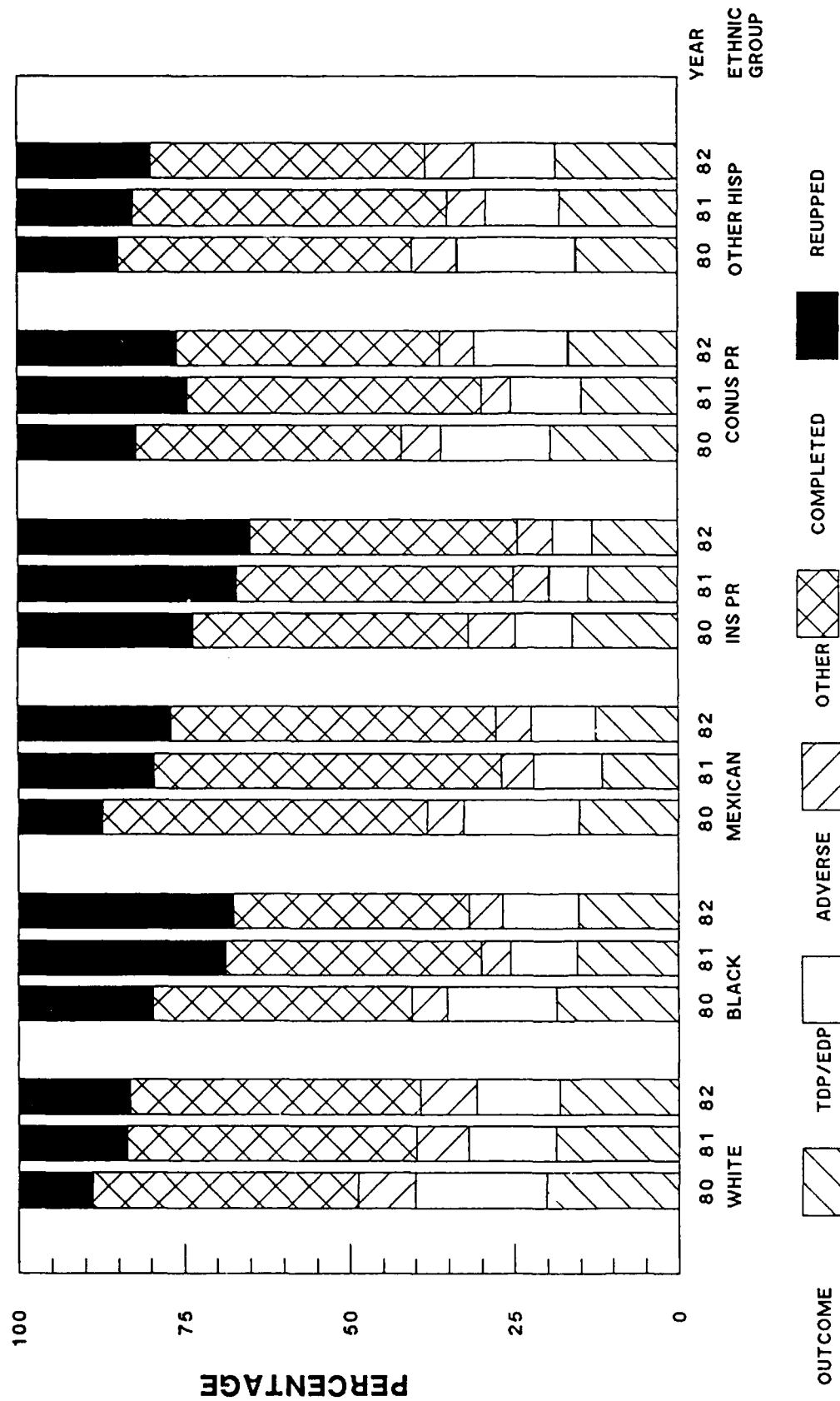
Figure 3. Outcome of NPS males first tour by ethnicity
FY 80 - FY 82 entry cohort

Table 12

<u>Outcome of First Tour by Entry Cohort and Ethnicity for NPS Males</u>

(Percent)

		FY80			
		<u>ATTRITED</u>			
	<u>TDP/EDP</u>[a]	<u>ADVERSE</u>	<u>OTHER</u>	<u>COMPLETED</u>	<u>REUPPED</u>
White	20.1	20.0	8.6	40.2	11.1
Black	18.6	16.6	5.4	39.1	20.4
Mexican	15.1	17.6	5.5	49.1	12.8
Ins PR	16.0	8.7	7.1	41.8	26.5
CON PR	19.4	16.5	6.0	40.2	17.8
Other Hispanic	15.5	18.0	6.9	44.3	15.4
		FY81			
White	18.7	13.3	7.9	43.7	16.6
Black	15.4	10.1	4.5	38.7	31.4
Mexican	11.7	10.4	4.8	52.6	20.5
Ins PR	13.7	5.9	5.5	41.8	33.2
CON PR	14.6	10.7	4.5	44.6	25.5
Other Hispanic	18.0	11.1	5.9	47.6	17.4
		FY82			
White	18.1	12.7	8.4	43.9	17.0
Black	15.3	11.5	5.0	35.7	32.5
Mexican	12.6	9.7	5.4	49.1	23.2
Ins PR	13.1	6.0	5.3	40.5	35.1
CON PR	16.6	14.3	5.2	39.8	24.2
Other Hispanic	18.6	12.3	7.4	41.5	20.2

[a] Trainee Discharge Program (TDP) and Expeditious Discharge Program (EDP) are honorable discharges received during the first six months of service.

Hispanics are more likely to complete their first term of service as well as to reenlist.

There are two difficulties involved in increasing the number and proportion of Hispanic accessions, and both relate to rising selectivity for admission to the Army. First, the high school dropout rate for mainland Hispanics is higher than that for either whites or blacks. According to figures from the Census Bureau for 1985, among Hispanic males age 20-21, 33.5 percent had not graduated from high school. This figure is even higher in some heavily Hispanic school districts in California and Texas. However it does appear that the dropout rate has declined significantly between 1983-1985. Second, as with some other minorities, Hispanics tend not to score as high as whites on standardized tests. Not surprisingly, Hispanics accessed into the Army have lower AFQT scores than their white counterparts. There is some indication, however, that Insular Puerto Ricans, the group with the lowest AFQT scores, do better than whites in the nonlanguage-dependent ASVAB subtests. Because Insular Puerto Ricans are primarily educated in the Spanish language, their AFQT scores are dramatically lowered by their performance on the language-dependent subtests. There is a program which was begun in April 1987 providing for the readministration of the ASVAB to Insular Puerto Ricans after they have taken English training and met minimum standards on the English competency test. It is likely that this program will serve to raise the AFQT and aptitude scores of Insular Puerto Ricans. Scores on the retest will be used to assign MOS and determine bonus eligibility. This suggests that there may be a currently untapped group of recruits who are highly suited to those MOS requiring above average skills; the same MOS which are often so hard to fill.

We have also seen that the various Hispanic ethnic groups are sometimes quite different. For example, Insular Puerto Rican recruits tend to have higher educational attainments than other groups, are older, are more likely to be married, and tend to have higher pay grades upon entry.

Hispanics are very concentrated geographically, with the vast majority (75 percent) living in just three states, California, Texas and New York. This concentration suggests that bilingual recruiters be concentrated in those states.

Finally, comparison of New Recruit Survey data from FY86 to Army records for the same individuals indicates that there may be some inaccuracies in Army race and ethnic background data codes. This suggests the need to revise the wording of race and ethnic questions on DD Form 1966, as well as ensuring that the applicant is asked these questions, and that they are not merely filled in by the recruiter without consultation with the applicant. The degree of Hispanic underrepresentation discussed in this paper is based on Army data files and subject to some doubt.

This paper has presented an overview of Hispanics in the Army and as they compare to civilian population figures. Additional analyses will be added on a variety of issues such as the Army jobs Hispanics fill, and in-depth comparisons of Hispanic civilians and their enlisted counterparts.

Table 13

Geographic Origins

A. Distribution of Hispanic Population by State and Ethnicity

(Percent)

Mexicans	1980 Census	NPS Male Accessions 80	NPS Male Accessions 86	CONUS Puerto Ricans	1980 Census	NPS Male Accessions 80	NPS Male Accessions 86
California	41.6	39.6	25.4	New York	49.0	67.0	56.9
Texas	31.5	45.1	52.9	New Jersey	12.1	10.2	9.3
Illinois	4.7	1.4	2.9	Illinois	6.4	5.3	4.5
Arizona	4.5	4.3	6.0	Florida	4.7	2.1	4.5
New Mexico	2.7	3.2	4.6	California	4.6	4.4	2.9
Colorado	2.4	1.3	1.4	Pennsylvania	4.6	4.5	4.8
All other states	12.6	5.1	6.8	All other states	18.6	6.5	17.1

B. Hispanic Males as a Percent of all Males in the 10 States, 1985[a]

Males Aged 17 to 21

States	All Males (in thousands)	Hispanic Males (in thousands)	Hispanic Males as a Percent of All Males
California	1058.7	285.1	26.9
Texas	681.6	204.8	30.0
New York	710.4	89.8	12.6
Florida	404.2	45.6	11.3
Arizona	126.7	31.2	24.6
Illinois	464.3	31.7	6.8
New Mexico	58.5	29.2	49.9
New Jersey	293.6	26.3	9.0
Colorado	131.7	23.5	17.8
Michigan	382.7	7.9	2.1

[a] Source: U.S. Bureau of the Census, 1986b.

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Figure 4

Distribution of the Mexican Population in the U.S.
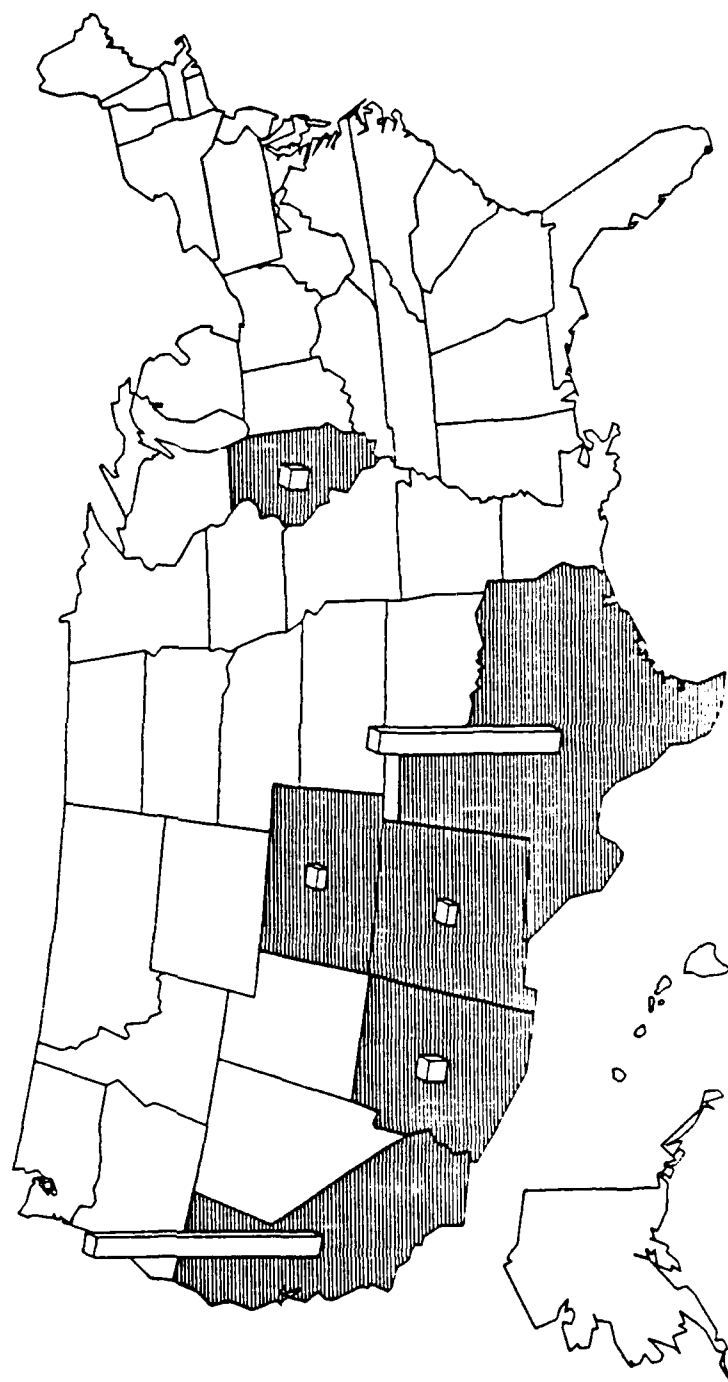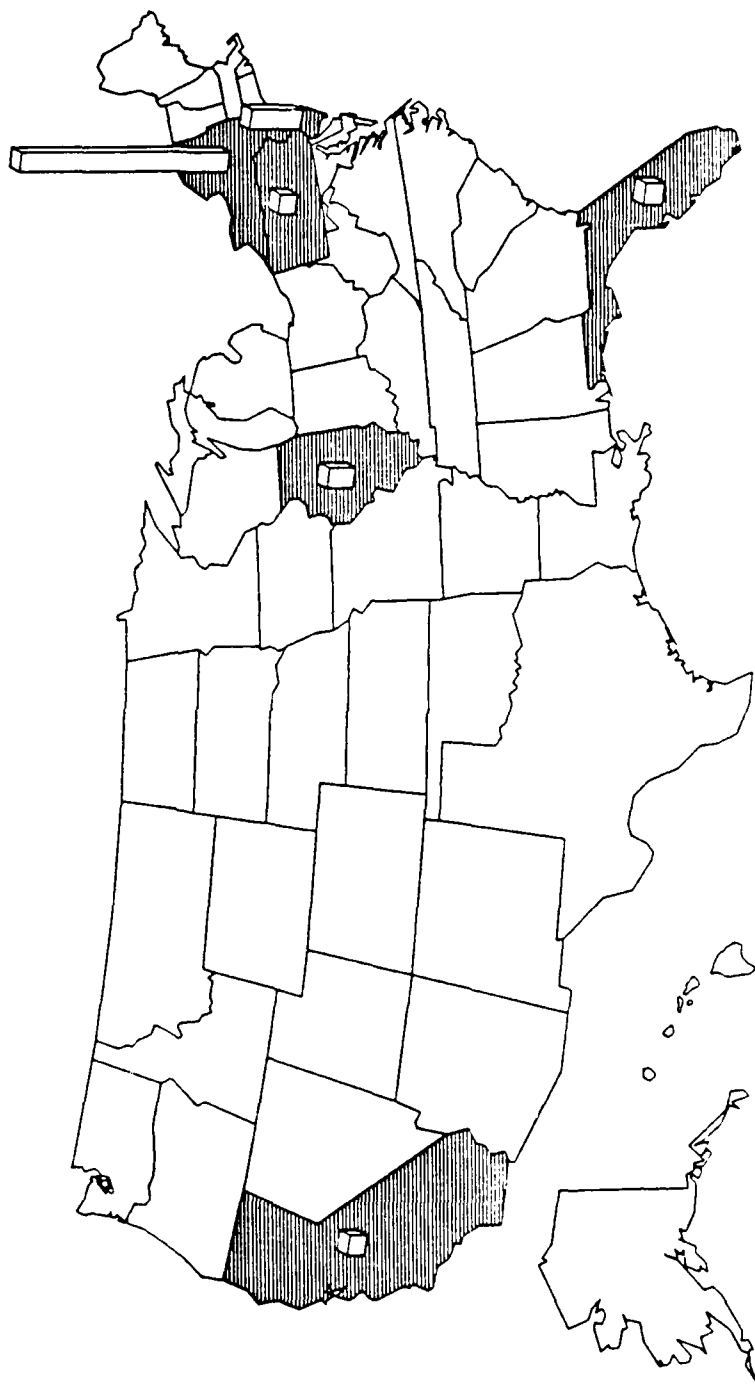## 1980 Census

Figure 5

Distribution of the CONUS Puerto Rican Population in the U.S.
1 9 8 0   C e n s u s

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